



# **NAVY INVESTIGATIONS**

**Office of the Navy Inspector  
General**



# Overview

- **Purpose**
- **Role of EOAs**
- **Investigation Process**



# Navy Investigations



- **Commanding Officers must frequently rely on prompt investigative action by professionally trained personnel, not only for effective resolution of alleged, suspected, or actual offenses, but also to preserve facts and construct evidentiary foundation for subsequent command action.**

# Purpose of Investigation



- **Fact Findings**
- **Gather evidence**
- **Evaluate Findings**



# Investigating Officer



- **Whenever practical, an investigating officer should be senior in rank to any individual whose conduct is subject to inquiry.**

# EOAs should not conduct investigations BECAUSE:



- **Key advisory role**
- **Multiple investigation possibility**
- **Training**

**HOWEVER,**

# EOA's Role



**Always become part of the  
process**





- **You may be asked to review by:**
  - **Commanding Officer**
  - **ISIC**
  - **Echelon 2 or below**
  - **Navy IG**



# Investigation philosophy



# Investigation philosophy



- **Develop a written record**
- **Draw a clear picture**
- **Reference point for justification of actions taken**
- **Foundation for subsequent decisions**

# Nature of Investigation



- **Primary**
  - **fact finding quest**
- **Secondary**
  - **search for solutions; generate opinions**  
**(communicate opinions to appropriate command authority only)**

# Know your objectives



- **Review the allegations**
- **Develop a written plan**
- **Comply with any specific command requirements**



# **preserve ALL relevant evidence**

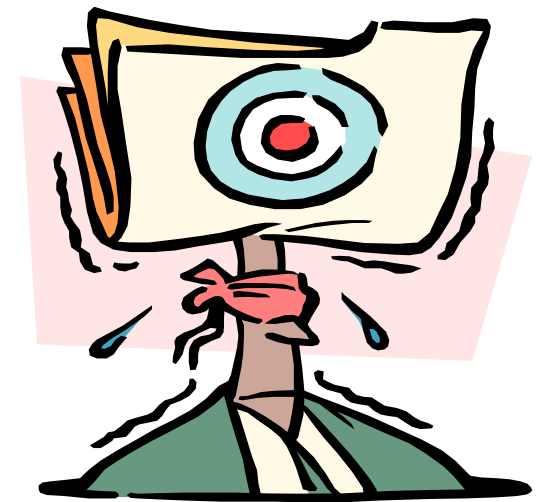


- **Interview all persons possessing relevant information**
- **Documentary evidence; written or printed**
  - **letters, notes, evals, counseling sheets**
- **Real evidence; physical evidence**
  - **pictures, cards, or token of affection**

# Principles for Interviews



- **Dignity and respect**
- **Introduction; who, what, why**
- **Tone of voice, (including body language)**
- **Listen, Listen, Listen**
- **Avoid re-victimizing**



# Principles for Interviews



- **Verbatim notes**
  - **tape recording (do not tape in secret)**
- **Statements**
- **Wrap up**
  - **summarize**
  - **solicit additional information**
  - **identify other witnesses or documents**
  - **schedule follow-up meeting**
  - **ask interviewee not to discuss**

# Rights of Individual



- **Military member (accused)**
  - **advised of rights ( even not in custody)**
  - **begin Q's when rights waived**
  - **end Q's when lawyer desired**



# Rights of Individual



- **Civilian Employees**
  - **coordination with legal and labor relations advisors**
  - **Non-application**
    - **informed of charges**
    - **Government-provided counsel**
    - **remain silent unless belief of criminal proceedings**



# Fact Gathering

- **What....**
  - **Occurred**
  - **Intent behind behavior (supporting evidence)**
  - **Impact on recipient**
- **Where.....**
  - **did it occur**





# Fact Gathering

- **Did....**
  - **conflict disrupt work environment**
  - **recipient discuss situation**
- **Has.....**
  - **conduct happened before**
- **Was.....**
  - **told to stop, if so, when, reaction, witnesses**
  - **documentation, if so, availability. If not, why?**



# Fact Gathering

- **Supervisor Q's**
  - **what examples set?**
  - **were they aware?**
  - **should they have been?**
  - **did they take action?**
  - **what action?**
  - **did they follow up and provide feedback?**



# Fact Gathering

- **Training**
  - **accession and yearly**
  - **documented**
- **3 R's**
  - **Reprisal**
  - **Redress**
  - **Remorse**



# Complete Report

- **Discussions of allegations, findings, opinions, and recommendations**
- **Identify**
  - **policies, practices, deficiencies, or other issues affecting climate**



# Evaluate

- **Issues**
- **Treatment of complainant**
- **Apply “reasonable person”**
- **Responsibilities of persons involved**
- **Responsibility of supervisor (known or unknown)**



# Evaluate

- **Discrimination, harassment, or inappropriate behavior**
- **Evidence of false allegation**
- **Possible resolution options**





# Plan of Action

- **Training**
  - **accession and yearly**
  - **documented**
- **2 R's**
  - **Reprisal**
  - **Redress**



# Summary



- **Purpose**
- **EOA's Role**
- **Investigation Process**



# Bottom Line

## INVESTIGATION PHILOSOPHY

FROM THIS...



TO THIS!!!

